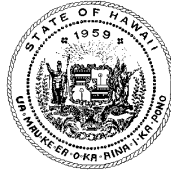


JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA



BRENN A H. HASHIMOTO
CHIEF NEGOTIATOR

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

Statement of
BRENN A H. HASHIMOTO
Chief Negotiator, Office of Collective Bargaining

Before the
HOUSE COMMITTEE ON CONSUMER PROTECTION & COMMERCE

Thursday, February 9, 2023
2:00PM
State Capitol, Conference Room 329

In consideration of
HB 54 HD1, RELATING TO EDUCATION

Chair Nakashima, Vice Chair Sayama, and the members of the committee:

The Office of Collective Bargaining (OCB) appreciates the intent of HB 54 HD1, which establishes a nationally certified school psychologist incentive program and appropriates funds for the incentive program. However, OCB offers the following comments on this measure:

1. The OCB is concerned this measure is premature as cost items, including incentives and bonuses, are submitted to the Legislature after agreement is reached in accordance with §89-10, HRS.
2. The OCB is concerned this measure may set a precedent for future legislative sessions. Other similarly situated employees, including psychologists employed in other State departments, may expect similar benefits and seek funding from the legislature for cost items that are subject to negotiations through collective bargaining.
3. While the OCB defers to the Department of Budget & Finance with regard to the actual costs associated with this type of incentive payment program, it is OCB's opinion that the immediate and ongoing costs may be significant.

Thank you for the opportunity to provide testimony on this measure.

JOSH GREEN, M.D.
GOVERNOR



KEITH T. HAYASHI
SUPERINTENDENT

STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/09/2023

Time: 02:00 PM

Location: 329 VIA VIDEOCONFERENCE

Committee: House Consumer Protection
& Commerce

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB 0054, HD1 RELATING TO EDUCATION.

Purpose of Bill: Establishes a nationally certified school psychologist incentive program. Appropriates funds for the incentive program. Effective 7/1/3000. (HD1)

Department's Position:

The Hawaii State Department of Education (Department) supports HB 54, HD1.

The Department acknowledges and supports efficacious programming that enhances the goal of retaining highly qualified employees. Implementation of an incentive program for school psychologists will help bolster current recruitment and retention efforts.

The Department appreciates the funding provided in this bill. However, if the proposed bill was to be enacted, the Department would require additional funding to cover the annual costs beyond fiscal year 2024-2025.

Thank you for the opportunity to provide testimony in support of HB 54, HD1.

Aloha Honorable Chair Nakashima, Vice Chair Sayama, and Members of the Committee,

The Hawai'i Association of School Psychologists **supports** HB54 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

The Nationally Certified School Psychologist (NCSP) is comparable to, or more rigorous than, many national certifications across other school professionals, such as teachers, school counselors, speech and language pathologists, and occupational therapists. The credential promotes excellence in the field of school psychology through rigorous standards of graduate preparation, ethical practice, and competency. Additionally, nationally certified school psychologists must engage in activities designed to maintain, expand, and extend their professional training and skills. Recertification is required every 3 years, with no less than 75 hours of continuing professional development activities.

Recruiting and retaining school psychologists with an NCSP, and encouraging eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Finally, arguments have been made that the contents of the bill are best handled via collective bargaining. Unfortunately, because school psychologists belong to Bargaining Unit 13 of the HGEA, school psychologists are unable to negotiate compensation or shortage differentials with the DOE. A national certification bonus for teachers was established legislatively, and can therefore be done for school psychologists. HASP appreciates this opportunity to testify.

Respectfully Submitted:

Leslie Baunach, NCSP

NASP Delegate-Hawai'i & HASP Legislative Co-Chair

Email: hasp808@gmail.com



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Second Legislature, State of Hawaii
House of Representatives
Committee on Consumer Protection & Commerce

Testimony by
Hawaii Government Employees Association

February 9, 2023

H.B. 54, H.D. 1 — RELATING TO EDUCATION

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the purpose and intent of H.B. 54, H.D. 1, which appropriates funds to establish a school psychologist national certification incentive program.

There are currently only 60 school psychologists servicing 180,000 students in nearly 300 public schools and charter schools statewide. This means each psychologist services six times more students than what is recommended by the National Association of School Psychologists. Not only would this program recognize and support those already nationally certified, but it would incentivize the many wishing to be certified who find it financially unattainable. Hawaii does not have local graduate programs for school psychologists so this would make Hawaii more competitive with other states who already offer this incentive program. Our state needs to join other school districts across the nation aiming to address the longstanding impact of the last three years on student mental health and well-being.

Thank you for the opportunity to testify in support of H.B. 54, H.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director



NATIONAL ASSOCIATION OF
School Psychologists

4340 East West Highway, Suite 402, Bethesda, MD 20814

PHONE: 301-657-0270

FAX: 301-657-0275

January 30, 2023

Dear Chair and Members of the Committee,

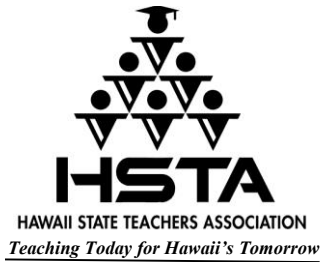
On behalf of the National Association of School Psychologists (NASP), I write in support of HB54/SB675 which would establish a financial incentive program in the state of Hawai'i for school psychologists who obtain and maintain the Nationally Certified School Psychologist credential (NCSP). The NCSP is administered by the National School Psychology Certification Board and recognizes school psychologists who meet rigorous national standards for graduate preparation and continuing professional development in alignment with NASP professional standards. The NCSP is comparable to, and in many respects more rigorous, than national certification programs for teachers, school counselors, and other educators.

There are numerous benefits to establishing the proposed incentive program outlined in HB54/SB675. First and foremost, it will improve access to high quality and comprehensive school psychological services for children and their families. by helping address the critical shortages of school psychologists in the state. Offering financial incentives for those with an active and valid NCSP will enhance efforts to recruit and retain these highly qualified professionals in Hawai'i, particularly in communities with the greatest need. This legislation also promotes and rewards those who maintain the highest levels of ethical and professional practice, ensuring that all children and youth have access to high quality and evidence-based interventions to support their academic achievement, mental and behavioral health, and social and emotional development.

This legislation, coupled with HB116/SB958, will increase access to comprehensive school psychological services provided by properly trained and highly qualified school psychologists. NASP fully supports both of these efforts.

Sincerely,

Kathleen Minke, PhD, NCSP
Executive Director



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
Tel: (808) 833-2711 ♦ Fax: (808) 839-7106 ♦ Web: www.hsta.org

Osa Tui, Jr.
President
Logan Okita.
Vice President
Lisa Morrison
Secretary-Treasurer
Ann Mahi
Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON CONSUMER
PROTECTION & COMMERCE

RE: HB 54 HD1 - RELATING TO EDUCATION

THURSDAY, FEBRUARY 9, 2023

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Nakashima and Members of the Committee:

The Hawaii State Teachers Association **supports HB 54 HD1**, relating to education. This bill establishes a nationally certified school psychologist incentive program. Appropriates funds for the incentive program.

We know that National board certified educators are critical to increasing learning growth. As the National Board for Professional Teaching Standards states, national board certified teachers shape the profession that shapes our society's future. **Created by teachers, for teachers, national board certification is widely viewed as the gold standard of teaching certification, with the same being respectively true for national board certified school psychologists.** Research shows that the students of national board certified education professionals achieve more and perform better for their students.

National board certified education professionals are, therefore, critical to raising graduation rates, setting and meeting rigorous performance goals, and bridging achievement gaps. A study performed by Stanford sociologist Sean Reardon found that the "rich-poor gap" in math and reading test scores is roughly 40 percent larger now than it was 30 years ago. **School psychologists who are also nationally certified support our teachers and our students.**

Given the chronic resource shortages, turnover, demographic inequalities, and low pay experienced by educators and mental health professionals in our schools working in high-need and economically impaired areas, **it is imperative that policymakers take steps to incentivize the pursuit of professional excellence and reward quality school psychologists as well, without whom scholastic progress may be jeopardized.**

The Hawaii State Teachers Association asks your committee to **support** this bill.

Hawai'i State Youth Commission

COMMITTEE: House Consumer Protection
DATE: Thursday, February 9, 2023
TIME: 2:00 PM
PLACE: VIA VIDEOCONFERENCE and
Conference Room 329, State Capitol
BILL: HB 54, HD1, Relating to Education

Aloha Chair Nakashima, Vice-Chair Sayama and members of the committee!

My name is Charla Teves and I'm writing on behalf of the Hawai'i State Youth Commission. We are in **strong support** of HB 54, HD1. This bill establishes a nationally certified school psychologist incentive program and appropriates funds for the incentive program. We believe that Hawai'i students deserve to have their mental health prioritized. Please support this measure.

This bill will increase access to high quality school psychological services for youth. Youth in Hawai'i are facing a mental health crisis and those who do receive mental health services need access to them in schools where they are more likely to seek them out. According to a national report, only 8% of school districts in the country meet the recommended ratio of school psychologists to student, and only 14% of districts meet the ideal student-to-counselor ratio, but it is not acceptable to see Hawaii in the bottom tier of states. Mental health disorders affect how youth learn, behave, and handle their emotions. **Ensuring that youth have access to care will help ensure their lifelong wellbeing.**

The Hawai'i State Youth Commission was established to advise the governor and legislature on the effects of legislative policies, needs, assessments, priorities, programs, and budgets concerning the youth of the State. We are a group of Youth Commission members (ages 14 – 24), appointed by the Governor, the Senate President, and the Speaker of the House.

Thank you for the opportunity to testify in support of HB 54, HD1.

Charla Teves



Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

To: House Committee on Education

Re: **HB 54, HD1 - Relating to Education**
Hawai'i State Capitol & via videoconference
February 9, 2023, 2:00 PM

Dear Chair Nakashima, Vice Chair Sayama, and Committee Members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing **in support of HB 54, HD1, relating to education**. This bill establishes a nationally certified school psychologist incentive program and appropriate funds for it.

Incentivizing school psychologist national accreditation would help Hawai'i address critical shortages of accredited school psychologists and support children and youth with high quality, evidence-based practices. The lack of accredited school psychologists has been an on-going issue for our state but the impact of the pandemic on children's well-being highlights why now is the time to address it.

**HCAN Speaks! Board
of Directors**

Liza Ryan Gill
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Nick Kacprowski, J.D.
Treasurer

Mandy Fernandes
Secretary

Teri Keliipuleole
Jasmine Slovak
Erica Yamauchi

The American Academy of Pediatrics, American Academy of Child and Adolescent Psychiatry, and Children's Hospital Association declared a National State of Emergency in Children's Mental Health in October 2021.¹ To help reduce the increased rates of anxiety, depression, and potential suicides that occurred since the start of the pandemic, the Surgeon General recommends ensuring all children have access to high-quality and culturally competent mental health care in schools and other community-based settings.^{2,3}

In 2021, Hawai'i employed one school psychologist for every 2,800 students, which is over five times more than National Association of School Psychologists' recommended ratio of one school psychologist for every 500 students.⁴ Incentivizing accreditation would help attract more of school psychologists that our keiki need to our state.

Mahalo for the opportunity to provide testimony. Please pass this bill.

Thank you,

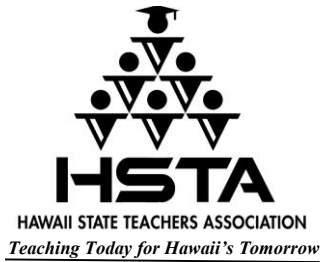
Nicole Woo
Director of Research and Economic Policy

¹ <https://www.aap.org/en/advocacy/child-and-adolescent-healthy-mental-development/aap-aacap-cha-declaration-of-a-national-emergency-in-child-and-adolescent-mental-health/>

² <https://news.feinberg.northwestern.edu/2023/01/25/shortage-of-mental-health-professionals-linked-to-increase-in-youth-suicides/>

³ <https://www.hhs.gov/sites/default/files/surgeon-general-youth-mental-health-advisory.pdf>

⁴ <https://www.civilbeat.org/2022/09/hawaii-has-a-shortage-of-school-psychologists-national-research-says-thats-a-problem/>



1200 Ala Kapuna Street ♦ Honolulu, Hawaii 96819
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Executive Director

TESTIMONY BEFORE THE HOUSE COMMITTEE ON CONSUMER
PROTECTION & COMMERCE

RE: HB 54 HD1 - RELATING TO EDUCATION

THURSDAY, FEBRUARY 9, 2023

OSA TUI, JR., PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

Chair Nakashima and Members of the Committee:

The Hawaii State Teachers Association **supports HB 54 HD1**, relating to education. This bill establishes a nationally certified school psychologist incentive program. Appropriates funds for the incentive program.

We know that National board certified educators are critical to increasing learning growth. As the National Board for Professional Teaching Standards states, national board certified teachers shape the profession that shapes our society's future. **Created by teachers, for teachers, national board certification is widely viewed as the gold standard of teaching certification, with the same being respectively true for national board certified school psychologists.** Research shows that the students of national board certified education professionals achieve more and perform better for their students.

National board certified education professionals are, therefore, critical to raising graduation rates, setting and meeting rigorous performance goals, and bridging achievement gaps. A study performed by Stanford sociologist Sean Reardon found that the "rich-poor gap" in math and reading test scores is roughly 40 percent larger now than it was 30 years ago. **School psychologists who are also nationally certified support our teachers and our students.**

Given the chronic resource shortages, turnover, demographic inequalities, and low pay experienced by educators and mental health professionals in our schools working in high-need and economically impaired areas, **it is imperative that policymakers take steps to incentivize the pursuit of professional excellence and reward quality school psychologists as well, without whom scholastic progress may be jeopardized.**

The Hawaii State Teachers Association asks your committee to **support** this bill.

HB-54-HD-1

Submitted on: 2/7/2023 6:55:47 AM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alec Marentic	Individual	Support	Remotely Via Zoom

Comments:

Aloha Honorable Chair Nakashima, Vice Chair Sayama, and Members of the Committee,

My name is Alec Marentic. I am a School Psychologist for the Ka‘ū, Kea‘au, and Pāhoia Complex area. As a School Psychologist who maintains their national certification, I **support** this bill in its expanding HRS Ch. 302A to make School Psychologists eligible for a national certification bonus. The Nationally Certified School Psychologist (NCSP) is awarded to School Psychologists who have met the most rigorous standards for graduate training and continuing professional development set forth by the National Association of School Psychologists.

This incentive program will strengthen the Department of Education's ability to recruit and retain highly qualified School Psychologists by making School Psychologist salaries more competitive with national averages.

Thank you for this opportunity to testify.

HB-54-HD-1

Submitted on: 2/7/2023 11:01:41 AM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Keri Anacker	Individual	Support	Written Testimony Only

Comments:

2/7/23

Hello, I am writing in support of HB54 to establish the national certification incentive program within the Hawai'i Department of Education to include Nationally Certified School Psychologists (NCSPs). Maintaining a National Certification (albeit, in any profession) demonstrates continued professional excellence. In order for a School Psychologist to successfully renew and maintain their NCSP status, documentation of 75 Continuing Professional Development (CPD) hours must be obtained every three (3) years. Qualifying CPD hours are completed in a variety of topics pertaining to the field of School Psychology, to include training in ethics/legal regulation, and from sources such as NASP or American Psychological Association (APA) approved providers. This makes sure that the School Psychologist remains current and informed on best practices. Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. There is a similar standard for teachers who achieve the National Board Certified Teacher (NBCT) status. In our state, we do recognize exemplary public school **teachers** who have achieved national board certification. Through the passing of this bill, Hawai'i will **also be able to recognize School Psychologists** who hold national certifications. Additionally, the passing of this bill will have a positive influence on recruitment of School Psychologists, as well as in retaining highly qualified professionals in our schools. Speaking from personal experience, many of my friends who used to work here, have left the state to seek employment on the mainland where they **are** incentivized to obtain a National Certification. It is imperative that we follow suit, here.

I am also speaking as the Student & Early Career Committee Chair for the Hawai'i Association of School Psychologists and I am always fielding emails from prospective new-hires who have a strong desire to work for the HIDOE. However, in answering their many questions, it always pains me to respond that our state does not offer any bonus for holding a National Cert. This fact disappoints many, and is a contributing factor in why we have a hard time recruiting School Psychologists to our state. We can, and should, do better and fight for equitable incentives for all DOE employees.

Thank you for your time and consideration, Keri Anacker

HB-54-HD-1

Submitted on: 2/7/2023 12:11:52 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tumia Tuimavave	Individual	Support	Written Testimony Only

Comments:

We need highly qualified mental health professionals in schools and since there is a shortage of these professionals, allotting more money to recognize those with the national certification will hopefully attract more to apply, and decrease turnover.

February 7, 2023

HB54 School Psychologist National Certification Incentive Program

Aloha Chair and Members of the committee,

I support HB54 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

As a school psychologist with an NCSP, I participate in on-going professional development opportunities, which is required for maintain my certification. It encourages maintaining a high standard of practice. I feel that this is an important factor to consider to ensure that our keiki are being supported by mental and behavioral health experts who hold certifications at the national level. There is a significant shortage of School Psychologists in the state. We estimate there are a total of 60 School Psychologists, which equate to approximately five schools sharing one School Psychologist. Pay equities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature.

In closing, I am in support of passing bill, HB54 to help meet the needs of our students in Hawai'i.

Respectfully Submitted,
Jamie Ergina, Ed.S., NCSP

HB-54-HD-1

Submitted on: 2/7/2023 3:02:35 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Brighton Walker	Individual	Support	Written Testimony Only

Comments:

HB54/SB675, School Psychologist National Certification Incentive Program

Aloha Chair and Members of the Committee,

I support SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

As an upcoming graduate in a nationally accredited school psychology Ed.S program, I am currently actively looking for jobs and Hawaii pays significantly less than other states, especially when considering cost of living. For comparison purposes, the state of California (which has a similar cost of living) pays their school psychologists around \$100,000/year. In Hawaii, starting pay is around \$65,000/year. As a result, there is a high turn over of school psychologists on the islands and school psychologists in Hawaii doing remote jobs because they can get better pay elsewhere. I believe this bill is needed to make school psychologist's wages more competitive. Pay needs to increase for school psychologists so we can help our state retain and recruit school psychologists, as there is currently a huge shortage. We need school psychologists in our schools now more than ever with an increased need for mental health support.

Please consider making school psychologists worth being recognized as we do so much good for our keiki and schools in Hawaii.

Respectfully Submitted,

Brighton Walker

HB-54-HD-1

Submitted on: 2/7/2023 3:38:21 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mengjia Lei	Individual	Support	Written Testimony Only

Comments:

HB54 HD1, School Psychologist National Certification Incentive Program

Aloha Chair and Members of the Committee,

I support SB2823 in its amending Chapter 302A of the Hawai'i Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

I moved to Maui from New York City last summer. Currently, I see the wage disparity continue to increase on top of the high cost of living in Hawai'i 6 months into employment. Given the continuous staffing shortages, having the incentive program will not only aid in employing qualified candidates but also retain current staff for long-term employment.

Additional recommended talking points for testimony:

- There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to 5 schools sharing 1 School Psychologist on average
- This additional bonus will make School Psychologist wages more competitive with other States, which will help address recruitment and retention challenges

- Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need
- The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program
- Pay equities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature

Respectfully Submitted,

Mengjia Lei

HB-54-HD-1

Submitted on: 2/7/2023 1:20:42 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Courtney L Dennis	Individual	Support	Written Testimony Only

Comments:

Aloha, members of the Commerce and Consumer Protection Committee -

I would like to express my support for HB54, which would to establish a school psychologist national certification incentive program.

Presently, there is a critical school psychologist shortage across the Hawaiian Islands. The National Association of School Psychologists recommends a ratio of one practitioner to every 500 students; however, on average, school psychologists in Hawai`i are asked to cover as many as five schools. As the treasury currently has a large surplus of funds (over \$2 billion), and additional federal monies have been pledged to the state for education (\$73 million for school year 23-24), it is the perfect time to fund this proposed expansion of the national certification bonus program.

Pay inequities targeting critical educator shortages were legislatively enacted last year, creating a precedent for addressing salaries and bonuses in the legislature. The Nationally Certified School Psychologists (NCSP) bonus will make school psychologist salaries more competitive with those of other states, which will address our current recruitment and retention challenges. Recruitment and retention of NCSP Nationally Certified School Psychologists will ensure that our keiki receive the high-quality mental and behavioral health services they so desperately need.

Thank you for your attention to this matter.

Courtney Dennis, Nationally Certified School Psychologist

HB-54-HD-1

Submitted on: 2/7/2023 6:36:42 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
L.Sumida	Individual	Support	Written Testimony Only

Comments:

We need highly qualified mental health professionals in schools and since there is a shortage of these professionals, allotting more money to recognize those with the national certification will attract more to apply and prevent high turnover.

HB-54-HD-1

Submitted on: 2/7/2023 7:10:02 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
traci effinger	Individual	Support	Written Testimony Only

Comments:

2/7/23

I support HB54 to ensure that qualified School Psychologists are trained and hired in Hawaii. This will help certify that the keiki students in Hawaii will be provided with the best educational support. Mahalo,

Traci Effinger

Testimony Support Regarding HB54
National Certification Incentive Program
February 7, 2023

Aloha,

I am a Nationally Certified School Psychologist (NCSP), currently working within the Hawai'i Department of Education (DOE). I am writing in support of Hawai'i State Legislative Bill HB54 to amend the provisions of the national incentive program within the DOE to include NCSPs in the state of Hawai'i. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will motivate more School Psychologists to achieve this standard, which will protect our keiki by holding professionals to the highest standard. It will also support the recruitment and retention of highly qualified School Psychologists, who are experts in the field.

As School Psychologists, we work in public schools to provide psychoeducational support to students in need to facilitate their educational and social-emotional progress. Our roles as School Psychologists directly impact students' futures on a day-to-day basis. This impact we have on students' futures is tremendous; however, in order for this impact to be the best possible, schools within the state need exemplary practitioners. The stringent requirements of the NCSP credential ensure that School Psychologists have received rigorous training and continue to stay current in the field through Continuing Professional Development (CPD). This NCSP credential, in turn, guarantees that School Psychologists have received the best possible knowledge-base and tools to allow the greatest positive impact possible on students' futures. To encourage this, it would be beneficial for the state to amend the provisions of the national incentive program with the DOE to include NCSPs in the state of Hawaii.

Specifically, the NCSP credential is comparable to the National Board Certified Teacher (NBCT) status, in that they both signify impressive professional credentialing. To become an NCSP, rigorous standards need to be met, as this credential does not come easily. The National Association of School Psychologists (NASP) has developed and maintains a national set of standards for obtaining and keeping this credential, which includes completion of comprehensive coursework/training, supervised practicums, and a supervised 1,200-hour internship required to earn a graduate degree, followed by an additional requirement to receive a passing score on comprehensive School Psychology Praxis examination. To maintain an NCSP status, it must be renewed every three years. Renewal includes providing evidence of 75 Continuing Professional Development (CPD) hours from approved providers pertaining to topics in School Psychology, of which three credits must be in ethics, and an additional three in equity, diversity, and inclusion. These standards demonstrate a commitment to professional excellence in the field of School Psychology, as they set a high bar for skilled practice. Having an NCSP credential signifies that a School Psychologist advanced above and beyond the requirements of merely obtaining his or her degree to practice in public schools. It demonstrates the individual's desire to not only perform his or her duties, but rather to excel in the field of School Psychology, which in turn will significantly benefit and protect our keiki and their 'ohana. A School Psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of School Psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Not only will this incentive motivate more School Psychologists to achieve this arduous professional standard, but it will additionally have a positive influence on the recruitment efforts of School Psychologists in Hawai'i, as well as in retaining highly qualified professionals in our schools, which is a significant need that will only further benefit our keiki. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage we are currently experiencing. With additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include School Psychologists.

In Hawai'i, incentive is given to public school teachers who have achieved National Board Certification under the National Board for Professional Teaching Standards. Through the passing of this bill, Hawai'i will also be able to recognize School Psychologists who hold national designations through this incentive program.

Mahalo for your consideration.

Respectfully submitted,

Amanda Garrett, Psy.D.
Nationally Certified School Psychologist (NCSP)
Secretary of the Hawaii Association of School Psychologists (HASP)

HB-54-HD-1

Submitted on: 2/8/2023 6:41:35 AM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chia-Chen Lin	Individual	Support	Written Testimony Only

Comments:

- There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to 5 schools sharing 1 School Psychologist on average
- This additional bonus will make School Psychologist wages more competitive with other States, which will help address recruitment and retention challenges
- Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need
- The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program
- Pay inequities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature

2/8/23
Hawai'i State Capitol
415 S Beretania St.
Honolulu, HI 96813

HB54, School Psychologist National Certification Incentive Program

Aloha members of the Senate Committee on Ways and Means,

I support HB54 to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists, who are mental and behavioral health experts.

Recruiting and retaining school psychologists with a Nationally Certified School Psychologist (NCSP), and promoting eligible school psychologists to obtain an NCSP, will benefit keiki and their 'Ohana. First and foremost, it will support the State's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the State have more than 1,500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawai'i Revised Statutes to include school psychologists. Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the areas of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

There is a crucial shortage in the state of Hawaii for School Psychologists. As a School Psychologist in Central District, I am consumed with three times as many students than what is recommended by the National Association for School Psychologists for a School Psychologist. Passing HB54 will incentivize qualified School Psychologists to apply and remain in the state of Hawaii as School Psychologists. The cost of living is extremely high compared to what we make and in comparison to what we could be making in the same position on the mainland. Please help us and our keiki get the support that we need.

In closing, I support HB54 because I believe that our schools in Hawaii are in dire need of qualified mental health support and we need to be able to retain our School Psychologist positions.

Respectfully Submitted,
Marissa Deroba, Ed.S. Nationally Certified School Psychologist, Central District Oahu

HB-54-HD-1

Submitted on: 2/8/2023 9:33:39 AM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Matrix Dumlao	Individual	Support	Written Testimony Only

Comments:

We need highly qualified mental health professionals in schools and since there is a shortage of these professionals, allotting more money to recognize those with the national certification will hopefully attract more to apply, and decrease turnover.

Date: February 8, 2023

Bill: HB54

Aloha Chair and Members of the Committee,

I support HB54.

- There are currently significant shortages of School Psychologists in the State. We estimate there are approximately 60, which equate to five schools sharing one School Psychologist on average
- This additional bonus will make School Psychologists' wages more competitive with other States, which will help address recruitment and retention challenges
- Recruiting and retaining highly certified School Psychologists will ensure our keiki receive the mental and behavioral health services they desperately need
- The treasury currently has a very large surplus (more than \$2 billion), as well as additional federal monies pledged to the State for education (\$73 million for school year 2023-2024), which can be used to fund this proposed expansion of the national certification bonus program
- Pay inequities targeting critical educator shortages were legislatively enacted last year, so there is precedent for addressing salaries and bonuses in the legislature

Respectfully Submitted,

Jenna Maiorano, M.A., CAGS, NCSP

School Psychologist

Aiea-Moanalua-Radford Complex Area

HB-54-HD-1

Submitted on: 2/8/2023 12:38:44 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Kayla Doherty	Individual	Support	Written Testimony Only

Comments:

I support this bill because I support School Psychologists. Their specialized education is necessary to best support our keiki in school and they are understaffed, underfunded, and work longer contracts than their counterparts on the mainland. Hawai'i needs to invest in our schools' specialized staff as much as they invest in our teachers. Everyone is on the front line and School Psychologists deserve additional pay for their efforts in a State that continues to overlook them and attempts to outsource them.

Testimony Support Regarding HB54
National Certification Incentive Program
Wednesday February 8, 2023

Aloha,

I am a School Psychologist from the island of Maui and am writing in support of HB54 to establish the national certification incentive program within the Hawai'i Department of Education to recognize Nationally Certified School Psychologists (NCSPs).

To reach National Certification, a School Psychologist must meet the rigorous credentialing standards of the National Association of School Psychology (NASP). Those standards include extensive coursework, a supervised practicum year, an additional supervised 1200-hour internship, the completion of a degree at a Specialists level and/or Doctorate level, and a passing score on the School Psychologist comprehensive exam.

Maintaining ones NCSP demonstrates continued professional excellence to the field. In order for a School Psychologist to successfully renew and maintain their NCSP status, documentation of 75 Continuing Professional Development (CPD) hours must be obtained every three (3) years. Qualifying CPD hours are completed in a variety of topics pertaining to the field of School Psychology, to include training in ethics/legal regulation and equity, diversity, and inclusion. NASP also advocates that School Psychologists engage in supervision to promote their own professional growth and exemplary professional practices, and therefore require a one-year mentorship within the first three years of obtaining ones NCSP. Professional development may be obtained through recognized agencies such as NASP or American Psychological Association (APA) approved providers. This insures that the NCSP practitioner remains current and informed on best practices, and is meeting the exemplary status of being a Nationally Certified School Psychologist.

Those who hold a National Certification in School Psychology meet the established national standards for graduate preparation and continuing professional development. This is a similar standard that is set-forth for teachers who achieve their National Board for Professional Teaching Standards (NBPTS). In Hawai'i, we recognize exemplary teaching practice in our schools through an incentive, which is given to public school teachers who have achieved national board certification under the certification program of the National Board for Professional Teaching Standards. Through the passing of this bill, Hawai'i will also recognize School Psychologists who hold national designations through this incentive program.

Financially, this does not represent a large budget item. From a financial standpoint, recognizing NCSPs through this incentive would not be a financial burden in comparison to the amount of money budgeted for teachers with NBPTS. As of this writing, there are 37 Nationally Certified School Psychologists in the entire state of Hawai'i (including those who are retired and those who work in private practice), out of approximately 60 School Psychologists in the HIDOE. In contrast, as of April 19, 2021, there are 744 teachers within the HIDOE who hold their national board certification, out of a potential pool of 5500 teachers.

The passing of this bill is a low financial burden to the state that will have large positive impacts in our community. Namely, recruiting highly trained individuals to support our most vulnerable keiki and ensure them the most appropriate protections. We will also be better equipped to retain highly qualified professionals in our schools by acknowledging their NCSP status through the passing of this bill.

Mahalo for your consideration.

Respectfully submitted,

Holly Mahina Hoke, Ed.S.
Nationally Certified School Psychologist (NCSP)

HB-54-HD-1

Submitted on: 2/8/2023 1:19:52 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dawn LW Shirota	Individual	Support	Written Testimony Only

Comments:

Aloha , My name is Dawn Shirota and I am in full support of HB54HD1 to have a school psychologist incentive program . We are in a crisis of not having adequate School psychologist to support our keikis in our schools and we see from HSTA union proposals that incentives have worked to retained staff in areas of need. Please support HB54HD1 as they are a very important member of our student focus team meetings to guide our team to determine assessment needs of students with disabilities and to make recommendations to support our high needs students.
mahalo

HB-54-HD-1

Submitted on: 2/8/2023 1:37:32 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Sandra Aguirre	Individual	Support	Written Testimony Only

Comments:

2/8/23

Aloha Chair Woodson and members of the committee,

I am a practicing School Psychologist for the Honolulu Complex Area. I am writing in support of HB54, which will establish a nationally certified school psychologist incentive program. There is a high need of people in our profession at this time. With the shortages and pay differences across the country, providing additional pay for those with the NCSP certification may attract more people to apply and address the staff shortages. Costs of living and healthcare are on rise. The ability to provide monetary recognition for the NSCP certification may help people in our field tremendously, both in our professional growth and our personal growth.

Thank you for your consideration,

Sandra Aguirre

HB-54-HD-1

Submitted on: 2/8/2023 1:38:11 PM

Testimony for CPC on 2/9/2023 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Dwayne Groff	Individual	Support	Written Testimony Only

Comments:

I am a father and uncle invested in the school community, and am writing this testimony in SUPPORT of HB54 HD1 to expand the national incentive program to include School Psychologists. It is important that we recognize the individuals who support our keiki with incentives like this program to attract and retain School Psychologists to work in our schools. I urge you to pass this bill.

Mahalo for the opportunity to submit testimony.

Dwayne Groff

1/30/2023
Hawaii State Capitol
415 S Beretania St.
Honolulu, HI 96813

HB54/SB675, School Psychologist National Certification Incentive Program

Aloha members of the Senate Committee on Ways and Means,

I support HB54/SB675 in its amending Chapter 302A of the Hawaii Revised Statutes to establish within the department a school psychologist national certification incentive program. Mental and behavioral health experts are needed in schools now more than ever. This proposed amendment will support the recruitment and retention of highly qualified school psychologists.

Recruiting and retaining school psychologists with an NCSP, and promoting eligible school psychologists to obtain an NCSP will benefit students and their families. First and foremost, it will support the state's ongoing efforts to address critical staffing shortages. The National Association of School Psychologists (NASP) recommends a ratio of 1 school psychologist to every 500 students; however, many school psychologists in the state have more than 1500 students. Equitably allocating stipends for nationally certified staff across all educators will help address this shortage, and with additional federal funds available for schools, it is a good time to expand the Hawaii Revised Statutes to include school psychologists. This will allow Hawaii to be as competitive as the mainland in the recruitment and retention of school psychologists. With the higher cost of living and year round work schedule in Hawaii, we have lost lots of good psychologists to the mainland. As a result, the ones who have continued to stay are becoming overworked, burnt out, and have developed low morale due to taking on additional whole schools.

Second, a school psychologist who is nationally certified is legally and ethically required to follow uniform national standards guiding the practice of school psychology, which includes providing keiki and youth with high quality, evidence-based practices in the area of academic achievement, mental and behavioral health, school and community safety, family-school partnerships, and due process protection against malpractice.

Respectfully Submitted,
Jared Kono